



Philadelphia Federal Executive Board
Partners in Equality Council
Presents

Diversity: From Recognition to Inclusion
18th Annual EEO/Diversity Day of Training
November 24, 2014



William J. Green Federal Building
Room 3456
600 Arch Street
Philadelphia, PA
Lisa.Makosewski@gsa.gov



(215) 861-3665
Fax: (215) 861-3667
19106

PHILADELPHIA

24 November 2014

Dear EEO/Diversity Day of Training Attendee:

On behalf of the Philadelphia Federal Executive Board WELCOME!

Today's events on EEO/Diversity are designed to enhance your knowledge and ability to interact respectfully with individuals of diverse cultures, socio-economic conditions, religions, beliefs, thoughts and ideas.

2014 is the 18th year of this event and the 50th Anniversary of the Civil Right Act of 1964. The Partners In Equality, the PIE Council, has again outdone their previous work and we continue the tradition of moving forward with a program that is the benchmark upon which other EEO/Diversity programs are compared with. Today our theme is **Diversity: From Recognition to Inclusion**. The workshops cover many areas from the history behind our concerns over EEO/Diversity through reasonable accommodations, mental health / intellectual disability issues, succession planning, recruitment, hiring, retention, plus more. We are pleased to have John Schmelzser, EEOC historian to present **Our Precious Legacy: The Events Leading to the Passage of the Civil Rights Act of 1964**. We believe that these sessions will enhance your understanding of others of different races, colors, creeds, birth places and etc., and enable you to better communicate and relate with them.

Let's not forget that the founding of this great nation was based on the ability of peoples from all over the world, as well as those to be born here, that they would be free of persecution because of their differences to those with money, power, authority or ingrained prejudices: *"Give me your tired, your poor your huddled masses yearning to breathe free"* ... is inscribed on a plaque at the Statue of Liberty. *"Diversity of thought and culture and religion and ideas has been the strength of America"* quoting Gary Locke, former US Secretary of Commerce and US ambassador to China.

A day of learning, gaining knowledge and incorporating those things into our everyday activity, will help each and every one of us uphold the true values which are the United States of America. I trust you will value your experience today and will go away enriched from that experience.

Again, welcome and thank you for your participation in this world class event.

Best wishes,

Walter J Bednarczyk
Commissioner, Federal Mediation & Conciliation Service
Chair, 2015, Philadelphia Federal Executive Board

THE PHILADELPHIA
FEDERAL EXECUTIVE BOARD
PARTNERS IN EQUALITY COUNCIL

WELCOMES YOU

to the

18th ANNUAL EEO/DIVERSITY DAY OF TRAINING

Diversity: From Recognition to Inclusion

William J. Green Federal Building
600 Arch Street
Philadelphia, PA

NOVEMBER 24, 2014

**Philadelphia Federal Executive Board
Partners In Equality (PIE) Council
18th Annual EEO/Diversity Day of Training**

AGENDA

8:30 – 10:00 a.m.	Concurrent Workshops 1*
10:00 – 10:15 a.m.	Break
10:15 – 11:45 a.m.	Concurrent Workshops 2*
11:45 a.m. – 1:15 p.m.	Lunch EEO/Diversity Professional Networking <i>Room 3406</i> SES Networking <i>Room 3456</i>
1:15 – 2:45 p.m.	Concurrent Workshops 3*
2:45 – 3:00 p.m.	Break
3:00 – 4:30 p.m.	Concurrent Workshops 4*

***See Workshop Schedule for room locations**

Nominees for Partners In Equality Achievement Awards

Adele Mayo EEO/Diversity Program Leadership Award

Nancy Anthony, CREO, SSA, Philadelphia Region

Nancy Anthony, Social Security Administration (SSA). As the EEO Manager for the SSA Philadelphia Region, and the PIE Council Chair, Nancy is a deserving candidate for the Adele Mayo EEO/Diversity Program Leadership Award. Under her leadership, managers and employees in the SSA have received intensive training on EEO and Reasonable Accommodation issues. She has also successfully led a team at the SSA that created an interactive training program that deals with harassment in the work place. Each year, Nancy ensures that employees at the Philadelphia MATSSC Building attend a two-day Diversity Celebration highlighting the diversity and inclusiveness of the Philadelphia Region. The celebration includes keynote speakers, educational events, and exhibits for the enjoyment of all employees. Nancy has been a member of the FEB PIE for four years and has held a number of positions of increasing responsibility, including Diversity Day of Training Registration Committee Chair, PIE Council Secretary, and she is currently serving as the Chair of the PIE Council. Nancy has been a great asset to the PIE Council and has shown an unwavering dedication to its activities. This was highlighted when she took on the highest leadership position during a time of transition. Over the past year she has successfully led the PIE Council through a challenging time in which it has seen significant turnover in membership and the effects of sequestration are still being seen.

Senior Leadership Award

Brigadier General Steven A. Shapiro, USA, DLA Troop Support

DLA Troop Support centers its EEO program on the full implementation of "Executive Order 13583 - Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce." Since becoming Commander in August 2014, Brigadier General Steven A. Shapiro, USA, has highlighted and supported the Primary Level Field Activity's strategic plans and goals focusing on creating and sustaining a workforce that values and supports EEO and Diversity. Command and Senior Management involvement in the EEO Process has resulted in creating a world-class diverse workforce that is poised to provide services at a high level of excellence. Statistics and recruitment strategies clearly indicate the DLA Troop Support has/is building a bench/pool of candidates for a diverse workforce that will be prepared to staff future and present Senior Leadership positions. The high quality results from the mentoring and succession planning process ensuring a seamless transition in the management chain/key positions enabling DLA Troop Support in continuing to meet its critical and expanding mission at an optimal level.

Individual Leadership - EEO/Diversity Award

Brian Keeley, NAVSUP WSS

The NAVSUP WSS Equal Employment Opportunity Advisory Committee (EEOAC) Chairperson, Brian Keeley, is nominated for the “Individual” award for his work enhancing equality and acceptance of diversity within the workplace. Beyond his leadership within the Committee and in his role as Director of the Continuous Performance Office, Brian took it upon himself to develop the first ever NAVSUP WSS Pride Month program.

In June 2014, per Presidential Proclamation, the Brian sponsored, coordinated, and developed the Navy’s first ever Special Emphasis observance program for Pride Month. This educational program included a performance from the Command Jazz Band and two guest speakers. The first, a member of the LGBT community & Command Employee, told her “coming out” story and progress made in the 30 years coming to the Command. The second speaker, D. Bruce Hanes, focused on the legal struggle for equality and his role as Register of Wills in Montgomery County, PA.

The work put into the event was extraordinary, from planning to getting the highest level of support from the Command and Navy EEO office. This Special Emphasis program turned out to be one of the highest attended EEOAC programs of the entire year!

Dori Walsh, NAVSUP WSS

Dori Walsh is deserving of the “EEO/Diversity-Individual Leadership Award. Dori demonstrates excellence and leadership in EEO/Diversity matters, especially, while serving in a collateral duty assignment as a member of the NAVSUP WSS Command EEO Advisory Committee. In less than one year, Dori has served in a leadership role, six times, serving on six different EEO subcommittees. She consistently demonstrated excellence and leadership in EEO/diversity matters. Whenever the command sponsors an EEO event, it is Dori Walsh who consistently steps up to the plate, to help publicize, attend and to support it. Dori has a natural gift to motivate and mobilize our workforce to action. Our Command EEO committee assists our agency in achieving its EEO diversity goals by creating monthly programs to educate and stimulate our workforce, positively. Dori’s “can-do” attitude is impressive. Whenever there is an EEO Command Committee task to be done, or a vacant leadership role, needing to be filled, Dori consistently steps up to the plate. Her commitment to diversity/EEO issues helps foster team spirit amongst the EEO members while assisting EEO diversity officials in maintaining an integrated work environment.

Individual Leadership - Supervisory/Managers Award

Paula Estornell, EPA

Dr. Paula Estornell is the perfect nominee for this award! We are not quite sure how or where she finds the energy or time to do as much as she does, but regardless of her position, EEO and Diversity are a part of her constant focus. Paula fosters a collegial and collaborative working relationship with other managers and employees. She recognizes that the threads of the tapestry called EPA Region 3 are all equal in strength, and always looks for ways to intertwine them in a manner that demonstrates value.

Marsha Museka, DLA Troop Support

Ms. Marsha Museka is truly someone who believes in paying it forward. Her career with DLA started in 1986 in the DLA Subsistence Office in Bayonne, NJ, a small satellite office. In 1998 she was

selected for the Upward Mobility Program, with a very supportive supervisor who gave her the freedom to make

the most of her opportunities. At that time she made a promise to herself that given the opportunity

she would share her knowledge and provide support to others. Ms. Museka understands the importance of a fully diverse workforce at all levels, and will continue working with the EEOAC and other Special Emphasis and Employee Engagement Groups to ensure DLA Troop Support continues to hire a world- class diverse workforce that can meet its mission challenges – presently and in the future.

Individual Leadership – Non-Supervisory

Bernadette DiAndrea, USDA ARS ERRC DFFRU

For the seventh summer, Ms. Bernadette DiAndrea assisted in the coordination of the FWP-WINS outreach program in conjunction with the Academy of Natural Sciences. The FWP-WINS outreach program is a mentoring program that allows Philadelphia public high school girls interested in pursuing science, technology, engineering and mathematics (STEM) a chance to see how scientists work and to participate in an individual summer project. Additionally, a lunch discussion is provided where the girls can ask questions about how to choose a field of study, what research is carried out at the ERRC, etc. Ms. DiAndrea singlehandedly organized the logistics and housing of twenty-one members of the ERRC scientific staff and four WINS participants. At the end of the 8-week period, each student presented her work as part of the ERRC Women's Equality Day program, coordinated by Ms. DiAndrea as Chairperson of the Federal Women's Program at the ERRC.

Karen Faber, NAVSUP WSS

Karen was a driving force in achieving an impressive and successful inaugural LGBT Pride Month event at NAVSUP WSS in June 2014. The event celebrated the diversity and richness brought to our workforce by LGBT employees and allies, and provided an opportunity to celebrate past achievements, current successes, and hopes for the future.

Karen volunteered to serve as a keynote speaker for the event. Her leadership skills, ability to motivate the rest of the organizing team, and cheerful disposition are without equal, and made her a terrific partner for all those involved. Based on her dedication and hard work in furthering NAVSUP WSS/ goal of a fully integrated workforce, Karen is being nominated for the Individual Leadership Non-Supervisory Award.

Susan Pinto, DLA Troop Support

Ms. Susan Pinto is a true humanitarian and leader in every DLA Troop Support sense. She has shown her complete dedication and commitment to the warfighter by always volunteering her services, whether offering training sessions, mentoring, and providing guidance to her colleagues in Philadelphia; or while deployed to Afghanistan. She gives freely of her time, knowledge and commitment to all members of the Federal Women's Program, her work team, and students in the community; using her career experience in helping improve their career and advancement opportunities. Ms. Pinto also selflessly supports many community and non-profit organizations. As a member and chair of the Federal Women's Program Committee her planning and participation in numerous Special Emphasis Programs reflect great credit upon herself, DLA Troop Support and the Defense Logistics Agency.

Cynthia Riley, DLA Troop Support

As Regional Manager of the Mid-Atlantic Region (FEW) it is an honor to recommend Ms. Riley for this prestigious award. She has been an outstanding member and officer for the Philadelphia Chapter.

She has proven her undeniable skills and her growth is evident with nominations submitted three years straight for the Women of the Year Award @ DLA Troop Support. She received this prestigious award for her chapter in March 2013. Ms. Riley supported and always actively involved in EEO programs with raising awareness in the FEW Chapter sponsoring lunch & learns, providing specialized training for guest speakers to teach and train on EEO informal/formal complaint procedure. Ms. Riley is very active in participating in DLA Shadowing Day, Bring Your Children to Work Day, and for five years taught and trained students from the NAVICP Command EEOAC EXCEL Program. The excel program was designed to offer neighboring high schools (Olney High School & Frankford High School) seniors with assisting with career goals and teaching them job skills.

Elwin Weaver, USDA FSIS

MD-715 reports: used as a “template” for FSIS districts nationally demonstrating significant progress in the workforce demographics. Demographic information is given to District Manager with recommendations of shortfalls for diversity (fail to meet goals) and suggestions for corrective actions.

Elwin helps establish a singular inclusive workforce: as Co-Editor of EEOAC Newsletter, Elwin writes and encourages others to write articles of interest with the Purpose of One Team-One Goal.

Elwin is a leader who enhances diversity and inclusion efforts: outreach events embrace the inclusion of a cross section of the workforce to demonstrate the cultural diversity of FSIS. This promotes multi public perspectives of the mission of FSIS. He encourages people to become involved with various District events.

Elwin effects positive change by actively promoting and enhancing cultural transformation: as a local Union President, he seeks to settle disputes at the lowest possible level with dignity and respect for all parties.

Kim Yee, NSWCCD SSES

Mr. Yee has been a member of the NAVSSES Equal Employment Opportunity Advisory Committee (EEOAC) since 2010, serving as Vice Chair and Chairperson. In addition, Mr. Yee served as a major force in the formation of the Naval Asian Society Employee Resource Group (NASERG) where he currently serves an Advisor and Mentor. Mr. Yee also represented NAVSSES at a White House Initiative Asian American and Pacific Islander (WHIAPPI) event. Mr. Yee is also a core member on the Mentoring Working Group (MWG) supporting Human Resources (HR) where he established and lead the BETA testing of new mentoring program. Mr. Yee also promotes diversity through his membership in the NAVSSES Science, Technology, Engineering, and Math (STEM) Outreach Team, establishing mentorship at local schools to introduce studies in STEM via Robotics (Lego MindStorm) and SeaPerch competitions.

Group Leadership Award

Philadelphia EEO Committee, USDA FSIS

Elwin Weaver, Christopher Carter, Tisha Lighty, Eileen Satkoff, Tammy DuLude, Thomas Calzone, HsinSui Chang, Michael Partridge, Robert Cambria, Abel Alagbe, Beth Lehman, Wanda Fuentes, Luis Velez, Larry Davis

The Philadelphia District EEO is part of the Food Safety Inspection Service (FSIS). FSIS is the public health agency of the United States Department of Agriculture. This agency ensures that the nation's commercial supplies of meat, poultry, and egg products are safe, unadulterated and wholesome for human consumption.

The EEO Action Committee performs collateral duties in addition to the regular job. Duties include but limited to: Outreach programs, Special Observations, Recruitment, and to ensure all EEO/Civil Rights information is posted in each federally inspected establishment throughout the Philadelphia District consisting of Pennsylvania, New York, and the New England states.

All managers, supervisors, and committee have been trained on their responsibilities to ensure every employee is treated with respect without regard to race, color, religion, national origin, age, sex (including gender identity), sexual orientation, disability, marital or familial status, political beliefs, parental status, receipt of public assistance, or protected genetic information.

Equal Employment Opportunity Advisory Committee, NAVSUP WSS

Brian Keeley, Lavette Delbridge, Kristine Antonelli, Robert Badgett, Peter Baj, Robert Bevich, Matthew Brickhaus, Chingyu Cheung, Robert Duffy, Min Elders, Sarah Glinski, Jenae Jackson, Daniel Martinez, Carol McGahen, Tiffany Millican, Tiffany Randolph, Stephen Tomlinson, Dori Walsh

The NAVSUP WSS Equal Employment Opportunity Advisory Committee (EEOAC) is nominated for the “Group” award for their work enhancing equality and acceptance of diversity within the workplace. The Committee, comprised of eighteen volunteers from the workforce, represents a cross-section of the NAVSUP WSS workforce.

Throughout 2014, the EEOAC sponsored, coordinated and/or assisted with four outreach/special interest programs and ten Special Emphasis observances. These educational programs provided the foundation of understanding and acceptance for all employees, regardless of race, gender, age, disability, religion, or anything else that makes a person unique.

The work of the committee members collectively contributes to the effectiveness of EEO Programs within the Command. Two highlights from this year’s EEO events included the Command’s first ever Pride Month program and a highly regarded Multicultural festival with many local vendors & participants showing the diversity that is all around us in Philadelphia.

Special Tribute to our 2014 PIE Council Retiree

Whittona Burrell

U.S. Census Bureau

We wish you love, peace and life as you continue your journey. We hope you:

Rest at the end of a well run leg of the race, we call work.

Engage in good conversation and stand up for a good cause.

Take time for you. After all, it is all about you now!

Introspectively take inventory of where you've been and look toward where you are going.

Read a good book or simply relax.

Explore new passions.

Make every moment count for the rest of your journey!

Encourage a young person remembering where you've come from.

Never lose sight of your purpose!

Today is the present, unwrap your gift and enjoy it!

**18th Annual EEO/Diversity Day of Training
WORKSHOP SCHEDULE & ROOM LOCATIONS**

Title/Room Location	Sessions
1. Building Successful Outreach, Recruitment and Internship Programs Presenters: Tammy Stovall and Andrea Reidell, NARA Location: Room 2A	2, 3
2. Creating a Workplace That Supports Diversity Presenters: William L. Boulden, MSPB Orlando Rivera, Department of State Location: Room 2C	4
3. LGBT Discrimination in the Federal Workplace Presenter: Judge Julie Procopiow Todd, EEOC Location: Room 2B	1, 2
4. Mental Health First Aid Overview Presenters: Brooke M. Feldman, DBHIDS Location: Room 2A	1
5. Our Precious Legacy – The Events Leading to the Passage of the Civil Rights Act of 1964 Presenter: John Schmelzer Location: Room 2C	2
6. Recruiting and Hiring Individuals with Disabilities Presenter: Colleen Farrell Location: Room 2B	4
7. Succession Planning Tools and Practices (Panel) Presenters: Nancy Ramano, IRS, Terry Stradtman, SSA Vonna Ordaz, NRC, John Imhoff, IRS Location: Room 2B	3
8. The New IQ: Leveraging Inclusive Intelligence for Engagement, Collaboration, and Innovation Presenter: Bruce Stewart Location: Room 2C	1, 3
9. The Rehabilitation Act: Reasonable Accommodation Case Studies Presenter: Christopher Kuczynski Location: Room 2A	4

WORKSHOP DESCRIPTIONS

1. Building Successful Outreach, Recruitment and Internship Programs

Tammy Stovall and Andrea Reidell, NARA

Join us for a lively discussion on how best to utilize networks, available federal programs and internships in order to create a highly-qualified and diverse workforce.

2. Creating a Workplace that Supports Diversity

William L. Boulden, MSPB, Orlando Rivera, Department of State

Being recognized in a federal-wide survey as a workplace that supports diversity is no small feat. With high scores in the “Support for Diversity” index from the “Best Places to Work in the Federal Government” survey, the Merit Systems Protection Board and the Department of State have worked diligently to make their agency one where their employees rate the agency as a leader in “Support for Diversity.” This session will discuss the strategic value in supporting a diverse workforce, how changes were made, and how the agencies have been able to maintain a high ranking.

3. LGBT Discrimination in the Federal Workplace

Julie Procopiow Todd, EEOC

The purpose of this training is present what the current law is as it relates to LGBT discrimination in the Federal workplace.

4. Mental Health First Aid Overview

Brooke M. Feldman, Philadelphia Department of Behavioral Health and Intellectual disAbility Services (DBHIDS)

The Philadelphia Department of Behavioral Health and Intellectual disAbility Services (DBHIDS) is using Mental Health First Aid (MHFA), in combination with other recovery and resilience oriented strategies, as a public health approach to behavioral health. The purpose of the Philadelphia MHFA project is to significantly increase the number of people who are prepared to help individuals with behavioral health challenges. This initiative is also designed to reduce stigma so that people who face behavioral challenges have community support and feel comfortable seeking help for their challenges.

5. Our Precious Legacy – The Events Leading to the Passage of the Civil Rights Act of 1964

John Schmelzser, EEOC

This year marks the 50th Anniversary of the passage of the Civil Rights Act of 1964 and Title VII of the law. John Schmelzser, the EEOC’s dynamic historian, will walk us through the history and legacy of this landmark legislation. His presentation chronicles the events following World War II that helped shape the American Civil Rights Movement and led to the passage of the Civil Rights Act of 1964, and explores the legacy of Title VII and its impact in the work place.

6. Recruiting and Hiring Individuals with Disabilities

Colleen Farrell, OPM

This training will help you understand Federal disability hiring programs. You will have an opportunity to learn about reasonable accommodation in the Federal work place, access a variety of [resources](#) related to the employment of people with disabilities, discuss [laws and Executive Orders](#) related to the employment of people with disabilities, and learn about using [Schedule A](#) to quickly hire people with disabilities.

7. Succession Planning Tools and Practices

John Imhoff, IRS, Vonna Ordaz, NRC, Nancy Romano, IRS, Terry Stradtman, SSA

Succession planning: How do you prepare individuals to be the next generation of federal leaders? What would help someone who is in an agency without a formal succession planning process get ready for that leadership position when a vacancy opens? With phased retirements coming into federal service, are there additional considerations or recommendations?

8. The New IQ: Leveraging Inclusive Intelligence for Engagement, Collaboration, and Innovation
Bruce Stewart, OPM

This next generation of intelligence is about actively soliciting and then harnessing the power of diverse perspectives that may or may not be rooted in specific individual education, experience and/or expertise. Product development experts may be the best experts at design, but their ability to design a better cup or a better lid doesn't necessarily mean that it will occur to them to plug the hole so the coffee stays in the cup while they build a better lid. Business analysts may be the best experts at showing how cost cutting improves the bottom line, but cost cutting done with a narrow perspective also cuts down on the perspectives that allow you to know and deliver what the customer wants. The intelligence you need to solve any problem is already available, if you know how to look for it and use it. Your **New IQ** is your ability to seek out that intelligence and include it into how you think, learn and lead.

The New IQ provides leaders, managers, and federal employees with the ability to create and strengthen their workplace teams to their fullest potential. By leveraging unique experiences, perspectives and viewpoints of all members of the team, leaders will improve the employee engagement levels of their employees.

9. The Rehabilitation Act: Reasonable Accommodation Case Studies
Christopher Kuczynski, EEOC

This interactive workshop will present case studies based on actual reasonable accommodation situations faced by federal agencies. The case studies will examine a range of issues, including: being sure you recognize a request for reasonable accommodation, initiating the interactive process, when medical documentation may or may not be needed, why it may be necessary to distinguish between essential and marginal job functions, and how to deal with an employee who is having performance problems when the employer learns that reasonable accommodation may be needed.

Presenter Profiles

WILLIAM L. BOULDEN

William L. Boulden was appointed into the Senior Executive Service on February 24, 2002 as Chief Administrative Judge/Regional Director of the Northeastern Regional Office of the U.S. Merit Systems Protection Board (Board). He supervises the adjudication of appeals from Federal employees working in the areas served by the Northeastern Regional Office, as well as those within the jurisdiction of the New York Field Office.

Chief Judge Boulden joined the Board as an Administrative Judge in the Washington Regional Office in 1992. Previously, he was on active duty with the U.S. Navy's Judge Advocate General's Corps (JAG Corps) for eight years, during which time he served as an Administrative Law Attorney, a Command Judge Advocate aboard a submarine tender in Scotland, a Senior Defense Counsel, and a Senior Trial Counsel (Prosecutor). He retired from the Naval Reserve as a JAG Corps Commander in 2007.

Chief Judge Boulden graduated with honors from Susquehanna University with a Bachelor of Arts degree in psychology in 1978, having been elected into *Psi Chi* (the National Psychology Honor Society). He graduated with honors from the University Of Maryland School Of Law with a Juris Doctor degree in 1983, after having won the American Jurisprudence Award in domestic relations law. He graduated with honors from the Naval Justice School in 1984. He is admitted to practice before the Maryland Court of Appeals, the U.S. Court of Appeals for the Federal Circuit, the U.S. Court of Appeals for the Armed Forces, and the U.S. Court of Appeals for the 3rd Circuit.

COLLEEN FARRELL

Colleen joined the Office of Personnel Management as a Human Resource Consultant in 2009 after a 25 year career in the private sector. Her role as a Consultant with the Staff Acquisition Business Line includes managing and monitoring staffing projects such as Case Examining and Strategic Staffing Leadership Programs. Colleen has also conducted several OPM trainings for a number of Staff Acquisition clients and advises clients with staffing issues, job analysis, and increasing efficiency in the hiring process.

Colleen is also a volunteer Mediator for the Shared Mediation Alternative Dispute Resolution Response Team (SMART) in the Philadelphia Shared Neutrals federal government program. The SMART vision is to help federal employees and their agencies resolve disputes early thereby allowing a return to productive work, and a reduction in the cost and time involved in formal complaint processes. More recently, she has become the new Secretary for the Philadelphia Federal Executive Board's Partnership for Equality Council (PIE) whose mission is to promote an inclusive and nurturing work environment where individual differences and contributions are valued. Some of its functions include designing and implementing the Annual EEO/Diversity Day of Training (which attracts more than 200 attendees each year); Careers in Government briefings at colleges & universities; and operating our ADR program.

Prior to joining OPM, Colleen spent several years in the insurance industry working as a Senior Paralegal and Regulatory Analyst for ACE American Insurance, Independence Blue Cross, and CIGNA. Colleen's experience also includes working on several litigation cases for insurance defense, medical malpractice, subrogation, and property & casualty. She is a Philadelphia native growing up with 5 brothers and sisters. She received her Master's degree from the Fels School of Government at the University of Pennsylvania and a Bachelor's of Science in Business Administration from the Philadelphia University. Colleen has also received Certificates in Paralegal and Human Resources. Colleen is currently working on her Doctor of Business from Walden University and is also an adjunct teacher with DeVry University and Gloucester County College. On her spare time, she enjoys being with her husband Frank Felici and stepdaughter, Kristen.

BROOKE FELDMAN

Brooke M. Feldman is the Community Outreach Coordinator for the City of Philadelphia's Department of Behavioral Health & Intellectual disAbility Services' Mental Health First Aid (MHFA) program. In this role, Brooke is responsible for the outreach, engagement, management, expansion and evaluation of community collaborations and partnerships to support the goal of training 10,000 Philadelphians in MHFA over the next two years.

Brooke's work within the Philadelphia behavioral health system over the past 8 years has spanned across the community, provider and administrative levels. Much of Brooke's work professionally has been in the addictions services and recovery segment of the system, most recently as Assistant Manager of Provider Development and Transformation Initiatives with the city's Office of Addictions Services. Just prior to working with the city's Office of Addiction Services, Brooke worked for PRO-ACT at its Philadelphia Recovery Community Center as the Recovery Support Supervisor.

Brooke joined the MHFA project with a strong belief in celebrating individual and community resilience, a deep passion for supporting other in their recovery journey and a life-long commitment to making the Philadelphia behavioral health system available and responsive to all Philadelphians.

JOHN IMHOFF

John H. Imhoff Jr. is the Director of Specialty Programs and responsible for tax matters that involve the Excise, Estate & Gift and Employment Tax programs within the Internal Revenue Service Small Business and Self-Employed Business Unit.

Prior to his current position, John was the Deputy Chief of Criminal Investigation headquartered in Washington, D.C. As Deputy Chief, he directed national and international programs for investigating potential criminal violations of the Internal Revenue Code and related financial crimes in a manner that fosters confidence in the tax system and compliance with the law. As Deputy Chief, he advised the IRS Commissioner and Deputy Commissioner on CI related issues.

John began his government service in 1972 with the Bureau of Narcotics and Dangerous Drugs/Drug Enforcement Administration.

In 1974 he came to the IRS as a Special Agent in CI in the former Ohio District. He progressed from Special Agent to become a Group Manager, a Senior Analyst and subsequently the Special-Agent-in-Charge first in Chicago and later in Detroit. In addition, he served as the Field Director for both the North Atlantic and Mid-states Areas.

An experienced leader in the CI community, John has worked with the Office of Cyber Security at Treasury and all IRS functions that have responsibility for data security, information protection and taxpayer privacy as well as with AWSS Physical Security and Emergency Preparedness to advance employee security.

John earned his Bachelor's Degree in Business Administration from the University of Notre Dame.

CHRISTOPHER KUCZYNSKI

Chris Kuczynski joined the U.S. Equal Employment Opportunity Commission in February 1997 as Assistant Legal Counsel and Director of the ADA Policy Division (now the ADA/GINA Policy Division). Chris supervises the development of regulations, policy guidance, and technical assistance publications on Title I of the Americans with Disabilities Act (ADA) and title II of the Genetic Information Nondiscrimination Act (GINA), and regularly advises EEOC field and headquarters offices, including the offices of the Chair and Commissioners, on complex ADA and GINA issues. His leadership was critical in the issuance of final regulations implementing GINA (published in November 2010) and the ADA Amendments Act (published in March 2011). Chris also recently served as Acting Associate Legal Counsel from April through September of 2014.

Chris has made hundreds of presentations on the ADA (and more recently on GINA) to diverse audiences, including human resources and EEO professionals, supervisors and managers in the public and private sectors, medical professionals, and plaintiff and defense counsel. He has been interviewed on the ADA and GINA by numerous media outlets including *The New York Times*, *USA Today*, *The Wall Street Journal*, and *The Washington Post*. He has done radio or television interviews for ABC News, the CBS Morning News, and MSNBC, and has been a guest on C-SPAN's *Washington Journal*.

From January to October 2003, Chris was a Special Assistant to former EEOC Chair Cari Dominguez, and from October 2003 through April 2004, he was Associate Director of the White House Domestic Policy Council. Chris was a trial attorney in the Disability Rights Section of the U.S. Department of Justice from July 1993 until February 1997, and was a litigation associate for three years with a major Philadelphia law firm.

He has a B.A. in English from Villanova University, where he was a member of Phi Beta Kappa and from which he received the School of Liberal Arts and Sciences 2007 Alumni Medallion, a J.D. from Temple Law School, and an LL.M. from Yale Law School.

VONNA ORDAZ

Vonna Ordaz is currently serving as the Acting Deputy Regional Administrator in Region I (Philadelphia, PA) at the U.S. Nuclear Regulatory Commission. In her permanent position, she serves as the Director of the Office of Small Business and Civil Rights, and also serves as Director, Office of Small and Disadvantaged Business Utilization, as provided in the Small Business Act, as amended. In that role, she oversees and directs staff responsible for programs including Affirmative Employment and Diversity Management, Civil Rights, Outreach and Compliance Coordination, and Small Business.

Ms. Ordaz joined the NRC in 1991 as an Engineer in the Office of Nuclear Reactor Regulation (NRR). From 1994 to 1997, she served as a Resident Inspector in Region IV. In 1997, Ms. Ordaz returned to Headquarters where she held a number of progressively more responsible positions in NRR, including Reactor Systems Engineer; Senior Enforcement Coordinator; Technical Assistant; and Chief, Reactor Safeguards Policy Section. In 2002, Ms. Ordaz served as Chief, Reactor Security Section; Chief, Reactor Safeguards Policy Section; Chief, Fuel Cycle and Special Security Programs Section; and Director, Nuclear Security Policy Project Directorate in the Office of Nuclear Security and Incident Response (NSIR). Beginning in January 2006, Ms. Ordaz served as Deputy Director for Reactor Security and Rulemaking in the Division of Security Policy, NSIR. In 2007, she briefly served as the Deputy Director, Division of Safety Systems and Risk Assessment in the Office of New Reactors before assuming a position as the Assistant for Operations in the Office of the Executive Director for Operations. From 2009 through the end of 2011, she served as the Director, Division of Spent Fuel Storage and Transportation, Office of Nuclear Material Safety and Safeguards.

Ms. Ordaz received a Bachelor's degree in Mechanical Engineering from the University of Maryland and is a graduate of the Senior Executive Service Candidate Development Program.

ANDREA REIDELL

Andrea Reidell is an Education Specialist for the National Archives and the Program Manager for National History Day Philadelphia. She has a highly regarded national track record of trailblazing work in education. Ms. Reidell's was recently honored by the Archivist of the United States, who presented her with an individual Outstanding Service Award. She won this award for her commitment to expanding NARA's diversity and inclusion through community outreach and collaborative program development.

ORLANDO RIVERA

Orlando L. Rivera was born in San Juan, Puerto Rico. An Army ROTC Scholarship recipient, he graduated from Campbell College, Buies Creek, North Carolina with a B.S. degree in Geology. As a Distinguished Military Graduate, he was commissioned as a U.S. Army Officer in Infantry on May 17, 1975.

During a 22-year military career, Mr. Rivera served in Mechanized Infantry and Airborne units, including the 82nd Airborne Division (Americas Guard of Honor). Mr. Rivera retired at the rank of Lieutenant Colonel. His awards and decorations include the Legion of Merit, Ranger tab (Honor Graduate), Master Parachutist Badge, and Air Assault Badge (Honor Graduate),

Mr. Rivera is a graduate of the U.S. Air Force War College, U.S. Army Command and General Staff College, and holds a Master of Education Degree in Biology.

Mr. Rivera began working in the private sector as a military consultant with Vinnell Arabia Corporation and served three years in Saudi Arabia as the Director of the Light Armored Vehicle (LAV) Modernization Training Division.

From August 2000 to December 2002, he served as the Public Works Transportation Superintendent, U.S. Naval Weapons Station Earle, Colts Neck, New Jersey. In 2002, Mr. Rivera was selected as the U.S. Navy-wide Fleet Manager of the Year and cited for his personal initiative, including planning, coordinating, and directing a \$2.5 Million railroad boxcar refurbishment program for the U.S. Atlantic Ordnance Command.

Mr. Rivera assumed the duties of the Assistant Director at the U.S. Department of State New York Passport Agency in December 2002. In August 2005, he became the Director at the Philadelphia Passport Agency.

Mr. Rivera is married to the former Lois Lorraine Daniel of Neshanic, New Jersey. They reside in Ewing, New Jersey and have four daughters, Dana, Amanda, Margot, and Kathryn.

NANCY B. ROMANO

Nancy B. Romano currently serves as the Area Counsel for Area 2. Ms. Romano assists the Division Counsel in supervising over 50 attorneys and 8 paralegals situated in 5 states who provide legal services to the Small Business/Self-Employed Division, the Wage & Investment Division, the Large Business & International (IIC) Division, and the Taxpayer Advocate Service in 6 states, the District of Columbia and the US Territories. Area 2 SB/SE attorneys handle litigation in the United States Tax Court and provide services for all collection activity for all IRS Divisions. Area 2 uniquely supports the SB client by handling all excise tax refund cases. Additionally, Area 2 handles significant issues involving U.S. individuals and small business taxpayers residing abroad and nonresident aliens with US filing requirements.

Ms. Romano received a B.A. from Lehigh University in 1982. In 1985, she received a J.D. from New York Law School. In 1992, she received her LL. M. in Taxation from George Washington University

Ms. Romano first started as an Estate and Gift Tax Attorney in the Manhattan District in 1985. She joined the Office of Chief Counsel in 1986 as an attorney in the Manhattan District Counsel Office. From 1987 thru 1991, Ms. Romano served as a trial attorney on the staff of the Associate Chief Counsel (Litigation). From 1991 thru

1995, Ms. Romano was a Senior Attorney Advisor in the Field Service Division, Procedural Branch. From 1995 thru 1997, Ms. Romano served as a Senior Attorney Advisor with the Income Tax and Accounting Division. From 1997 to 2000, Ms. Romano served as a Supervisory Senior Technician Reviewer with the Procedure and Administration Division.

Ms. Romano served as the Deputy Area Counsel from 2000 to 2007. In 2007 Ms. Romano became the Area Counsel for Area 2 SBSE and continues to serve this capacity.

Ms. Romano is an Adjunct Professor in the Graduate Tax Program at Villanova University School of Law where she teaches the Tax Practice and Procedure course.

Ms. Romano is a member of the District of Columbia, New Jersey, New York, and Pennsylvania Bars and is admitted to practice before the U.S. Tax Court and the U.S. District Court for the District of New Jersey.

JOHN D. SCHMELZER

John Schmelzer serves as Acting Director of Field Coordination Programs. In this role, he manages EEOC's mediation program in 53 field offices, oversees administrative hearings for complainants in the federal sector and supervisors both the free and tuition based outreach and technical assistance programs to agency stakeholders. John also oversees the drafting of guidance for the field on the processing of individual charges filed by the public and systemic charges filed by Commissioners.

Mr. Schmelzer began his career with the EEOC as an appellate attorney in the Office of General Counsel. He successfully argued cases before most of the 12 federal Circuit Courts of Appeal. He then serves as a Special Assistant to an EEOC Commissioner and the Special Assistant to the acting Chairman of the agency. Mr. Schmelzer served as Deputy Director of the agency's Office of Systemic Programs which investigates pattern and practice allegations against the country's largest corporations. He then served as Director of the Eastern field offices overseeing 26 EEOC field offices east of the Mississippi River. He also served in the field as the Acting Director of both the Birmingham and Detroit District Offices. In 2004, M. Schmelzer completed a year-long detail as Counsel to the Chair and the Chief Operating Officer of EEOC.

Although he has held several positions within EEOC, for most of his career Mr. Schmelzer has been the Attorney Advisor in the Office of Field Programs. In that capacity, he has provided the field with guidance on novel issues and advised field directors on the administrative processing of particularly complex and difficult charges.

BRUCE STEWART

Bruce J. Stewart currently serves as the Deputy Director Strategic Initiatives, Training, & Compliance in the Office of Diversity and Inclusion, Office of Personnel Management (OPM) and is responsible for the coordinated implementation of the President's Executive Order on Diversity and Inclusion. Bruce retired as a Lt Colonel from the United States Air Force in October 2007, after 23 years of service. During his service he was attached to the Special Forces, served as a Management Engineer, and was a Computer and Communications Commander. His last assignment was as the Air National Guard's (ANG) Director of Cultural Diversity Transformation. After retiring, Bruce served in numerous Leadership and Diversity initiatives at the local, state, and national levels. As an Adjunct Professor, Bruce has lectured on diversity at several educational institutions including MIT, Harvard, University of Kansas, and the Naval NCO Academy. He has a Bachelor of Science degree from Southern Illinois University and a Master of Science degree in Computer Science from Friends University. He has also completed course requirements for a PhD in Organizational Development. Bruce authored a book on diversity leadership titled, "Cultural Leadership: The New Chemistry of Leading Differently", and has a second book scheduled to publish in this fall titled, "Diversitopia: Creating the World of Tomorrow by Thinking Differently Today."

TAMMY STOVALL

Tammy Stovall is the Diversity & Inclusion (D&I) Program Manager in the Office of Human Capital at the National Archives and Records Administration (NARA) located in College Park, MD. Tammy works to create and champion diversity and inclusion strategies to ensure that the agency's culture, systems and processes support an environment where leaders and employees seek to embrace and support individual differences.

TERRY STRADTMAN

Terry Stradtman became the Regional Commissioner for the Social Security Administration's Philadelphia Region on May 6, 2012. He was appointed to the Federal Senior Executive Service in 2007.

Terry is a native of Sandusky, Ohio. He began his career with SSA in 1979 as a claims representative in the Sandusky field office. In 1983, he transferred to an Operations Analyst position in the Frederick, Maryland field office. Since becoming an Operations Supervisor in 1986, Terry has held a number of progressively responsible managerial and executive level positions in the Philadelphia Region and Headquarters.

In 1990, Terry was selected as the District Manager of the Baltimore Mondawmin Field Complex and was the manager of the SSA's first IWS/LAN field office. He subsequently was the Director for the Baltimore Teleservice MegaCenter for four years, which at the time was SSA's largest teleservice center with over 590 telephone agents. In 1999, he was selected as the Area Director for SSA field offices in Maryland, Delaware, and parts of Virginia and West Virginia. In August 2007, he joined the Office of Systems as the Deputy Associate Commissioner for the Office of Retirement and Survivors Insurance Systems (ORSIS) where he led agency efforts to implement the Economic Recovery Payment legislation. He was selected as the Associate Commissioner for the Office of Earnings, Enumeration and Administrative Systems (OEEAS) in May 2010. In January 2011, Terry was selected as the Associate Commissioner for Office of Central Operations (OCO) in Operations.

Terry is a graduate of SSA's Mid-Level Management Program in 1995 and the agency's SES Candidate Development Program in March 2004.

Terry holds a Bachelor of Arts degree in Political Science from The Ohio State University. Over the years, he has received numerous Regional Commissioner, Associate Commissioner, Deputy Commissioner, and Commissioner Citations for his leadership abilities. Terry currently lives in Maryland with his wife and daughter. They will soon be relocating to Pennsylvania. In his spare time, he enjoys Ohio State football and basketball, along with following his daughter play soccer at the collegiate level.

JULIE PROCOPIOW TODD

Julie Procopiow Todd has been an Administrative Judge in the Equal Employment Opportunity Commission's Philadelphia District Office since 1994, conducting hearings on complaints of employment discrimination filed by Federal employees and applicants for Federal employment. Prior to that, she served as an Administrative Judge in the EEOC's New York District Office and in the Baltimore District Office. She has received extensive training, and certification, in mediation and has participated in several outreach and training programs for the EEOC over the years such as the Youth @ Work Initiative. In addition, she has served as a presenter for, and coordinator

of, the Advanced Mediation track of the EEOC's annual EXCEL Conference since 2007. Ms. Todd has presented at the Department of the Interior's Personnel Symposium and for the Federal Employment Law

Training Group, and conducts training for the EEOC's Office of Federal Operations' Training & Outreach Division.

In addition, she is the coordinator of the Philadelphia District Office Hearings Unit's pilot settlement program called the EASE (**EEOC Administrative Settlement Envoy**) Initiative. The EASE Initiative fosters earlier and more efficient resolution of Federal Sector EEO disputes by using a cadre of well-trained volunteers to serve as settlement officials, or "Envoys".

Ms. Todd began her legal career as the Law Clerk to Robert I. H. Hammerman, Chief Judge of the Baltimore City Circuit Court. She subsequently joined the EEOC's Baltimore District Office as a Trial Attorney, filing suits of discrimination against private employers in Federal district court.

Ms. Todd graduated *cum laude* as a Commonwealth Scholar from the University of Massachusetts/Amherst where she earned a B.A. in English. She received her J.D. from the University of Baltimore, School of Law, where she was a member of the Labor Law Moot Court Team.

18th ANNUAL EEO/DIVERSITY DAY OF TRAINING

EXHIBITORS

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, PHILADELPHIA DISTRICT OFFICE, EASE (EEOC ADMINISTRATIVE SETTLEMENT ENVOY) INITIATIVE

The EEOC's mission is to stop and remedy unlawful employment discrimination pursuant to the Civil Rights statutes.

The EASE Initiative fosters earlier and more efficient resolution of Federal Sector EEO disputes by using a cadre of well-trained volunteers to serve as settlement officials, or Envoys. The EASE Envoy utilizes evaluative Alternative Dispute Resolution ("ADR") techniques in a directed in person settlement conference. This means that the Envoy assists the parties in reaching resolution by, for example, suggesting relative weaknesses of each party's case and predicting what will happen if they proceed with litigation. Other ADR techniques are used as well.

Over the past five (5) years, the EASE Initiative has proven to be an important vehicle in furthering the EEOC's mission in the Federal sector. EASE resolves cases while embracing fairness, effectiveness and efficiency. The program has also proved to be a valuable federal sector community-builder.

Point of contact: Julie Procopiow Todd, Administrative Judge/EASE Coordinator
Telephone #: 215-440-2806
Email: julie.todd@eeoc.gov
Organization URL/website: www.eeoc.gov

FEDCHOICE FEDERAL CREDIT UNION

FedChoice Federal Credit Union has been delivering personalized service, valuable products and smart financial guidance to federal civilian employees in the Philadelphia, Baltimore and Washington, D.C, metro area for nearly 80 years. Meeting the specific needs of our members, both as individuals and as members of the Federal civilian workforce, is at the core of our values and our mission. We recognize that the issues and events experienced by our nation can have a more personal impact on you as a federal employee. FedChoice offers specific products and services designed to meet the needs of you and your family, providing you with peace of mind to help secure your financial future.

Point of Contact: Debbie Wright
Telephone #: 301-699-6100 x4480/800-969-6150 x4480
Email: DWright@fedchoice.org
Organization URL/website: fedchoice.org

EXCELLENCE FIRST

Excellence First is an organization committed to helping individuals become self-sufficient through training and workshops.

Point of Contact: Rita Topping
Telephone #: 215-796-0527
Email: toppingrt@aol.com
Organization URL/website: Excellence First.org

NATIONAL MULTIPLE SCLEROSIS SOCIETY

Summary of organizational goals or mission statement (for our conference book) - We ensure people affected with MS live their best lives as we stop MS in its tracks, restore what has been lost and end MS forever.

Point of contact: Caitlin Smith
Telephone #: 215-271-1500 x24153.
Email: caitlin.smith@nmss.org
Organization URL/website: <http://www.nationalmssociety.org/Chapters/PAE>

SHARED NEUTRALS

SMART (Shared **M**ediation **A**lternative Dispute Resolution **R**esponse **T**eam) is the Philadelphia Federal Executive Board's **Shared Neutrals Program**.

We are a cadre of trained Mediators available (for free) to bring disputing parties together in a safe environment to discuss differences, consider solutions, and agree upon actions to move beyond impasse.

SMART's vision is to help federal employees and their agencies resolve disputes early thereby allowing a return to productive work, and a reduction in the cost and time involved in formal complaint processes. We can help with:

- • EEO (informal) mediation
- • EEO (formal) mediation
- • Grievance mediation
- • Other workplace conflicts

Point of Contact: Ken Ragozzino, *Shared Neutrals Coordinator*
Telephone #: 215-823-5271
Email: kenneth.ragozzino@va.gov
Organization URL/website: www.philadelphia.feb.gov

NATIONAL KIDNEY FOUNDATION

The National Kidney Foundation is the leading organization in the U.S. dedicated to the awareness, prevention and treatment of kidney disease for hundreds of thousands of healthcare professionals, millions of patients and their families, and tens of millions of Americans at risk.

Point of contact: Rachel N'Diaye
Telephone #: 215-923-8611
Email: Rachel.ndiaye@kidney.org
Organization URL/website: www.kidney.org

UNITED STATES DEPARTMENT OF AGRICULTURE {USDA}, FOOD SAFETY AND INSPECTION SERVICE [FSIS]

USDA's Food Safety and Inspection Service (FSIS) ensure that our nation's meat, poultry and processed egg supply is wholesome, safe and properly labeled. Through prevention-based policies and practices USDA is meeting the foodborne challenges of the 21st century head on and using science to craft the best ways forward.

USDA continues to enhance the Public Health Information System, a modernized, comprehensive database that allows the agency to identify public health trends and food safety violations more effectively at the nearly 6,200 plants where the Food Safety and Inspection Service ensures the wholesomeness of the products produced.

Operation of the USDA Meat and Poultry Hotline, the USDA Food Safety Discovery Zone traveling exhibit and the FSIS Web-based virtual representative Ask Karen are key components of USDA's consumer education programs.

USDA conducts and funds food safety research to generate real-world results for both government and the private sector. The department is particularly proud of recent work that patented new technology that protects pasteurized liquid eggs, examined the safety of beef trim imports and efforts that led to the publication of the first draft genomes of six dangerous non-O157 strains of *E. coli*.

Last year, USDA invested in food safety research, education and extension projects that will help build a modern public health system that meets the evolving needs of the farm-to-fork system.

Point of contact: Eileen Satkoff
Telephone #: 215-430-6203
Email: eileen.satkoff@fsis.usda.gov
Organization URL/website: www.fsis.usda.gov/

UNITED STATES MINT

The primary goal of the United States Mint is to manufacture and distribute circulating coins, precious metals and collectible coins, and national medals to meet the needs of the United States. In addition to producing coins and medals, the United States Mint also maintains physical custody and protection of the Nation's gold and silver assets.

Point of Contact: Tim Grant
Telephone #: 215.408.0110
Email: tim.grant@usmint.treas.gov
Organization URL/website: www.usmint.gov

SOCIAL SECURITY ADMINISTRATION

Deliver Social Security services that meet the changing needs of the public by 1) delivering innovative, quality services; 2) strengthening the integrity of our programs; 3) serving the public through a stronger, more responsive disability program; 4) building a model workforce to deliver quality service; and 5) ensuring reliable, secure and efficient information technology services.

Point of Contact: Vivian Nichols
Telephone #: 215.597.2473
Email: Vivian.Nichols@ssa.gov
Organization URL/website: www.ssa.gov

PARTNERS IN EQUALITY COUNCIL

PARTNERS IN EQUALITY COUNCIL HISTORY

By Federal Executive Board (FEB) memorandum 96-12 dated November 12, 1995, all FEB members were notified of a meeting to discuss the reorganization of the FEB's Affirmative Employment Programs (AEP) Committee.

The FEB Policy Committee, as part of its yearly planning and self-evaluation process, decided to reorganize the existing structure of the AEP Committee. The committee was composed of four autonomous councils: EEO Officers, Federal Women's Program (FWP) Managers, Hispanic Employment Program (HEP) Managers, and Individuals with Disabilities and Advancement (IDEA). Each council met monthly to plan and address their own program needs.

As staff resources continue to decline, agencies will be more likely to assign multiple programs to the same person. That could mean coming to several FEB meetings each month. It is becoming the trend that "Diversity" is replacing "AEP." The interested community is no longer just EEO Officers, FWP Managers, HEP Managers and Selective Placement Coordinators. The FEB Policy Committee felt in order to keep the AEP Committee afloat it should be reorganized and renamed the "Workforce Diversity Committee." There would be a committee-of-the-whole meeting quarterly. All personnel involved in workforce diversity issues would be invited to attend this quarterly meeting. Part of this larger meeting would be given to a presentation on a broad diversity related issue, the remainder of the meeting could be used for smaller group discussion of specific diversity issues, e.g., a Black History Month program, the FWP Women of the Year Award Luncheon, the Hispanic Heritage Month Scholarship program or the development of a program to present the entire Diversity Committee. An existing council (FWP, HEP) could meet intervening months on specific council issues or programs. The FEB Policy Committee felt that this change had several advantages:

1. Alleviate an attendance problem
2. Permit and encourage greater programmatic sharing and networking
3. The larger quarterly meeting would allow the Diversity Committee to bring some efforts, stymied by insufficient resources, to successful completion
4. Provide a forum for some issues that are not addressed under the old structure

The first meeting of the Workforce Diversity Committee was held on December 14, 1995 at the Federal Reserve Bank Auditorium. This was an organizational meeting in which a preliminary format was developed. Two committees were established: Steering and Program. The function of the Steering Committee is to develop a process for the implementation of the Workforce Diversity Council to include development of rules and by-laws. The function of the Program Committee entails the planning of programs by assessing the needs of the council.

The Steering Committee worked diligently to develop the following:

VISION STATEMENT

To promote an inclusive and nurturing work environment, where individual differences and contributions are valued and reflective of the complex and changing demographics.

MISSION STATEMENT

To be a catalyst to affect change towards organizational excellence through periodic educational forums which can assist in the development of a diverse workforce able to achieve their highest potential.

VALUE/BENEFITS

To assist Agencies in adapting to the changing workforce demographics.

To assist Agencies in sharing resources, concepts, methods and tools through educational forums by:

1. Networking
2. Providing educational forums
3. Adapting changing workforce demographics
4. Building partnerships with external/internal customers
5. Improving communications among and between Agencies
6. Increasing productivity and cost effectiveness

To reflect the entire council's mission the Steering Committee recommended that the name "Workforce Diversity Council" be changed to the Partners in Equality Council. The entire council adopted this name change on February 7, 1996.

PARTNERS IN EQUALITY (PIE) COUNCIL

The involvement of agency heads and their employees in FEB activities is totally voluntary. There are over 140 agencies and over 45,000 Federal employees represented in the Philadelphia FEB.

The PIE Council Steering Committee is resourced with approximately 25 voluntary employees from about 14 agencies. These volunteers carry out the following functions throughout the year:

EEO/DIVERSITY DAY OF TRAINING

The PIE Council plans and executes the annual day of training. In addition to two Chairpersons being selected to execute this function there are a number of subcommittees formed each year, they are:

AWARDS

This subcommittee reviews the awards criteria to assess the need for changes or additional criteria. Three types of awards are presented annually:

Adele Mayo EEO/Diversity Program Leadership Award – An award to PIE members for their Leadership in promoting EEO/Diversity Program(s). PIE members are individuals who have primary responsibility for some or all aspects of EEO, Affirmative Employment and/or Diversity Programs. The primary responsibility can be carried out on either a part time or full time basis or as a collateral duty.

Senior Leadership Award -- An award to an Agency Official who has helped the Agency achieve progress in EEO/Diversity Programs. This is based on accomplishment in recruitment, hiring, promotions, training, awards and/or career development opportunities.

Individual Leadership Awards -- An award to an individual for outstanding achievements for his/her contributions to the effectiveness of EEO/Diversity program(s). There are two categories within this

category -- *Supervisory/Managers* - An award to an individual for outstanding achievements for his/her contribution to the effectiveness of EEO/Diversity program(s) – *Non-Supervisory* – An award to an individual for his/her assistance in EEO/Diversity activities and/or community services.

Group Leadership Award - An award to an EEO/SEP/Diversity Committee or employee organization for outstanding achievements for their contributions to the effectiveness of Equal Employment Opportunity (EEO)/Diversity Programs.

Exhibitor Committee

This committee is responsible for disseminating timely and useful information with emphasis on equal employment opportunities and to improve federal agencies through education and inclusiveness in all workplaces.

Hospitality Committee

This committee is on hand all day on the day of training, specifically to provide all presenters with VIP attention. The committee members assist presenters in finding their workshop rooms, ensuring that the equipment is functioning and assisting with contacting the appropriate person if it is not.

Journal Committee

This committee is responsible for gathering, compiling and preparing the data for the Day of Training journal.

Logistics Committee

This committee is responsible for ensuring that all equipment requirements for presenters are setup prior to their arrival. This committee acts as the liaison between the conference site and the workshop presenters.

Publicity Committee

This committee is responsible for the marketing of the Partners in Equality's Annual EEO/Diversity Day of Training.

Registration Committee

This committee is responsible for registering conference participants and supplying them with all the information they need for the Day of Training.

Workshops Committee

This subcommittee is responsible for brainstorming topics related to the theme selected by the Council, contacting speakers (consultants and government employees), obtaining biographical sketches and logistical needs from speakers, and informing the Executive Director of any monetary needs for purposes of final negotiations.

CAREERS IN GOVERNMENT OUTREACH TEAM

The Careers In Government Outreach Team was designed to establish partnerships with local colleges and universities to inform them about careers in federal government. The objectives of the Team are to establish a partnership agreement with local colleges and universities; to provide an overview of employment opportunities (i.e., outstanding scholar, internships, student temporary employment program (formerly co-op), etc.); to provide a forum for the interchange of ideas, information, and goals; and to provide mentors at all levels.

SHARED MEDIATION/ADR RESPONSE TEAM (SMART)

The Alternative Dispute Resolution Act (ADR) of 1996 encourages Federal agencies to use mediation and the other ADR techniques to avoid and resolve disputes. It is expected that the emphasis on the use of ADR in employee, contract and grant management/administration activities will increase in the future. In response to issuance of this Act, in November 1997, the Philadelphia Federal Executive Board (FEB) Partners in Equality (PIE) Council embarked on a new initiative to start an Interagency Shared Neutrals Mediation Program. This program provides Philadelphia area Federal agencies a cadre of trained neutrals to serve as mediators during the informal counseling stage of an EEO complaint. In 2000 the PIE Council changed the initiative's name to the SMART Program - **Shared Mediation Alternate Dispute Resolution Response Team** Program. SMART's vision is to resolve disputes early during the discrimination complaint process, reducing the cost and time involved in the formal complaint process while maintaining a productive work environment.

Mediation provides a safe environment for employees to discuss their differences, consider solutions, and agree upon actions to move beyond their impasse.

**PHILADELPHIA FEDERAL EXECUTIVE BOARD
PARTNERS IN EQUALITY COUNCIL
18th ANNUAL EEO/DIVERSITY DAY OF TRAINING**

PIE COUNCIL STEERING COMMITTEE

Chairperson	Nancy Anthony	Social Security Administration
Vice Chairperson	Marc Ferdas	Nuclear Regulatory Commission

DAY OF TRAINING COMMITTEES

Chairperson	Crystal Roach	U.S. Mint
Vice Chairperson	Colleen Farrell	Office of Personnel Management

Exhibitors

Adrienne V. Cropp, Chair	U.S. Mint
--------------------------	-----------

Hospitality Committee

Brenda Gillison, Chair	IRS
Sheree Johnson, Co-Chair	FS-NRS
Sharron James	HUD
Carlos Worthy	USDA FNS

Journal Committee

Cynthia Burrows, Chair	U.S. Environmental Protection Agency
Adrienne Cropp	U.S. Mint
Colleen Farrell	OPM
Crystal Roach	U.S. Mint
Eileen Satkoff	USDA FSIS

Logistics Committee

Andre White, Chair	USDA, ARS, ERRC
Marc Ferdas	Nuclear Regulatory Commission

Publicity Committee

June Goldberg, Chair	Defense Logistics Agency, Troop Support
Eileen Satkoff	USDA FSIS

DAY OF TRAINING COMMITTEES CONT'D

Registration Committee

Nancy Anthony, Chair	Social Security Administration
Sylvia Anderson	GSA
Whittona Burrell	Census Bureau
Jane Foglia	Social Security Administration
Larry Parrish	Securities and Exchange Commission
Eileen Satkoff	USDA FSIS
Michele Sazo	USDA, Food and Nutrition Service
Carlos Worthy	USDA Food and Nutrition Service

Workshops Committee

Rosalind Meador, Chair	US Air Force
Colleen Farrell, Co-Chair	Office of Personnel Management
Whittona Burrell	Census Bureau
June Goldberg	DLA Troop Support
Crystal Roach	U.S. Mint
Eileen Satkoff	USDA FSIS
Mary Tiernan	Equal Employment Opportunity Commission

Facilitators

Nancy Anthony	Social Security Administration
Unique Austin	US Mint
Robert Badgett	NAVSUP-WSS
Cynthia Burrows	U.S. Environmental Protection Agency
Robert Day	US CIS
Colleen Farrell	Office of Personnel Management
Brenda Gillison	Internal Revenue Service Cathy Gross, DOL
Crystal Roach	US Mint
Mary Tiernan	Equal Employment Opportunity Commission
Dori Walsh	NAVSUP-WSS

PIE Award Reviewers

Special thanks to the following individuals for participating in the review of the nominations and the selection of the award recipients. They read all of the nominations and had the difficult challenge of selecting the person or group who best exemplified the criteria from among the nominees.

Mary Aikin	Social Security Administration
Cynthia Burrows	U.S. Environmental Protection Agency
Dan Ruggieri	Internal Revenue Service (Retired)
Robert Welch	Federal Emergency Management Agency



Connect with the Philadelphia Federal Executive Board Councils
<http://www.philadelphia.feb.gov/>

See how you can join in our collaborative efforts

Community Service Council
Emergency Preparedness and Security Council
Federal Green Challenge
Federal Interagency Council
Federal Employees Development Society (FEDS)
Federally Employed Women/Federal Women's Program
Local Federal Coordinating Committee
Partners In Equality Council (PIE)
Philadelphia Area Staffing Society (PASS)
Shared Neutrals Program
Young Government Leaders



Become a Fan on Facebook:
[Philadelphia Federal Executive Board](#)



Follow us on Twitter
[@PhillyFEB](#)